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THE EXTENT AND NATURE OF PART-TIME WORK
IN HAMILTON

Survey Results of Selected
Hamilton Businesses - 1978

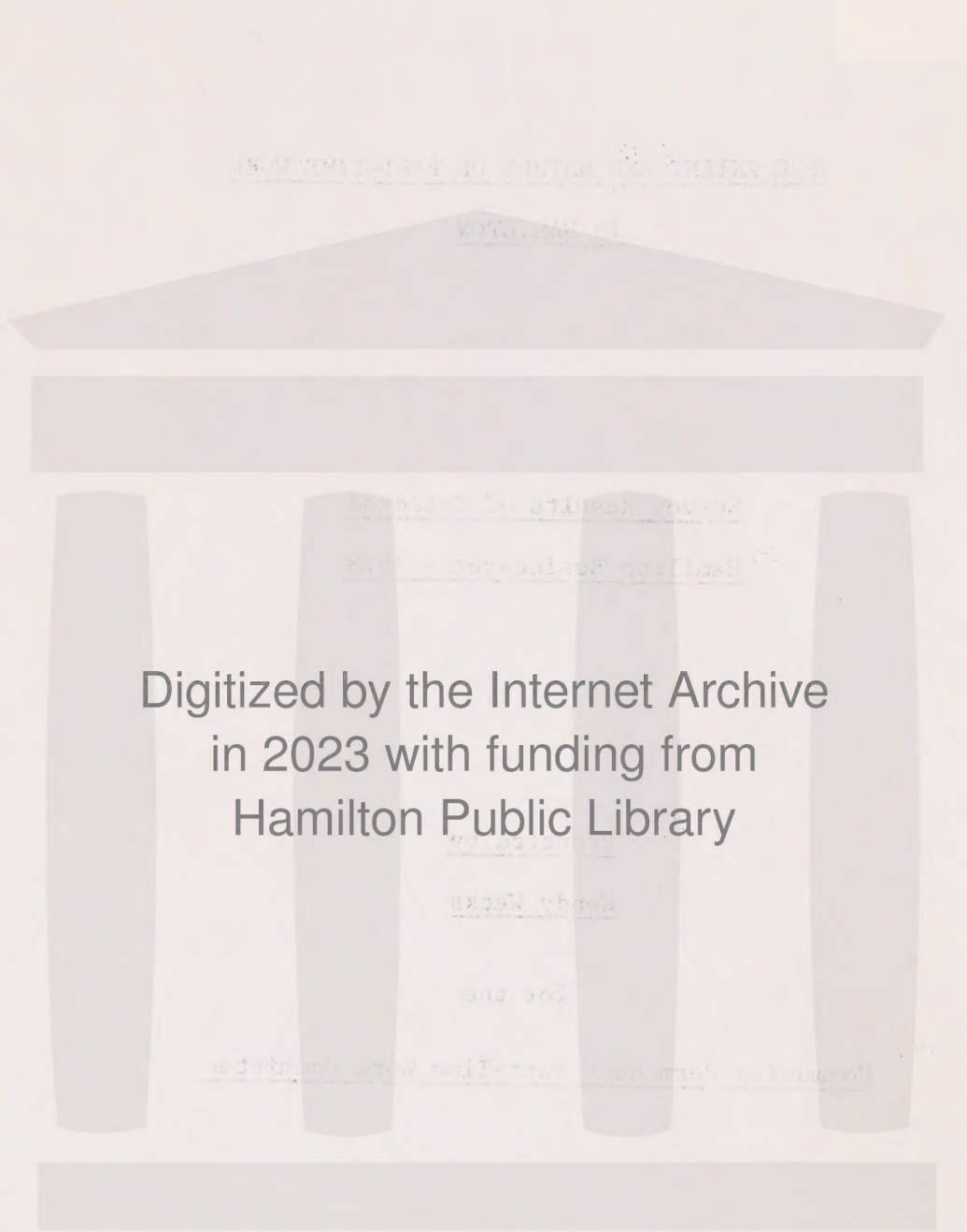
Prepared by

Wendy Weeks

for the

Community Permanent Part-Time Work Committee

September, 1980



THE EXTENT AND NATURE OF PAUPERISM
IN SCOTLAND
BY
JAMES HAMILTON
OF
GLASGOW
AND
HAMILTON
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THE EXTENT AND NATURE OF PART-TIME WORK
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INTRODUCTION

Part-Time work presents a paradox to the observer, just as it does to the part-time worker her/himself. On the one hand, part-time work has been increasing in spite of growing unemployment. Yet permanent part-time work, with secure status and long term economic benefits, has been scarce, and little available to parents of young children, disabled persons or single parents for whom shorter working hours would enhance their personal and family lives. For the individual part-time worker, shorter working hours and a flexible work schedule may be gained at the cost of job security and fringe benefits.

The purpose of this study was to compile information on part-time employment opportunities and working arrangements in Hamilton, and particularly to explore the extent to which permanent on-going part-time work opportunities were available.

Permanent part-time work is defined as employment on a regular and preferably pre-scheduled basis. It is not casual work. Hours of work are shorter than the normal accepted pattern for full time workers in the same job category. Ideally it carries the normal salary and benefits provided for full time work, but they are pro-rated according to the proportion of time worked.

The information presented here was collected during the summer of 1978 through a systematic telephone survey of Hamilton employers and through in-depth interviews with management personnel in thirty-nine establishments. The summer project was one step in attempting to assess the feasibility of recommending on-going income support for single parents through a combination of permanent part-time work and social assistance (Ontario Family Benefits Assistance). Family Benefits recipients have demonstrated an interest in part-time work, but this type of employment was known to have some exploitive features for women. No local data was available on the extent and nature of part-time work in Hamilton-Wentworth, and to this end the project was developed.

The findings of the study demonstrate that 53% of establishments in Hamilton use part-time workers. Such employees have a variety of titles and employee status. The one common feature is that their work schedule offers less than full time, full year employment. Regular part-time workers, that is, those who work part week throughout the year, may be called "permanent part-time", "regulars", "steady" or full time part time". Intermittent part-time workers, who work intermittently on a part week basis, may be called "call in", "the pool", "casuals", "part-time temps". Temporaries are those who work full time for short periods, but for part of the year, and may be called "rentals", "summer students", "seasonal", "occasional" or "short term contract" employees.

Hiring practices and working arrangements of the three categories of part-time workers were explored, and they appear to differ by industrial sector. For example, the trade and service sector use "regular" part timers extensively - though it was learned that an "intermittent" part timer may become a "regular" after only a few weeks of work. In seven of the eight trade establishments, the work schedules of "regulars" were decided one week ahead or less. So the term "regular" may mean on-going work, but not necessarily permanent or secure work with pro-rated benefits.

The material on fringe benefits provides an important contribution to the study of part-time work in that research has been needed in that area.

This study confirms the experience of other researchers in the study of part-time work that it is difficult to obtain precise data on part-time workers as often company records are incomplete. For example, the two categories of "intermittent" and "temporary" part-time workers in the service sector had 'unknown numbers' reported, so detailed figures of number of employees presented here are minimum figures.

The study does indicate that part-time employees constitute an important factor in meeting the labour force requirements of many Hamilton businesses.

ACKNOWLEDGEMENTS

Funding for this project was received under the Young Canada Works Programme and the project was sponsored by the Social Planning and Research Council of Hamilton and District. The project was supported by the Hamilton Community Employment Strategy (C.E.S.) Management Committee and was supervised by a Sub-Committee of the C.E.S. Family Benefits Assistance Committee.

The summer project staff collected the data, and are in our debt for their hard work. Regretfully project salaries were set at minimum wage and our efforts to provide a salary supplement were unsuccessful. It was, however, possible to offer two half-time positions for women on Family Benefits Assistance.

Summer Project Staff:

Mike Balkwill - Project Manager,
Mary Cornell, Sherry Davis, Anita
Greathead, Linda Rosengarten.

Advisory Committee:

Dave Aquin, Bob Arnold, Gwen Hartley,
Margaret Hughes, Anne McIntyre, Mary
Pocius.
Rose Lees (O.P.S.E.U.) was a consultant.

The on-going exploration of the feasibility of permanent part-time work and social assistance was supervised by the Community Permanent Part-Time Work Committee with the assistance of the Social Planning and Research Council of Hamilton and District, which was formed at the completion of the summer project.

Membership of the Community Permanent Part-Time Work Committee:

Alison Darling

Peter Steckenreiter

Grace Lewis

Elsa Rayner

Roy O'Grady

Wendy Weeks

Don Peirce

Zinta Towsley

Loreta Zubas

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typing.

II

METHOD

1. Telephone Survey:

An index of employers in Hamilton (city area, not regional boundaries of Hamilton-Wentworth) was developed from the Yellow Pages and Employer Directories. A systematic sample of 700 establishments was made, with proportional representation by industrial sector, following the Statistics Canada categories of Finance, Manufacturing, Transport and Communication, Trade, Service and Public Administration.

552 employers co-operated in answering five questions, a response rate of 78.9%. The questions were, do you employ part-time workers? If so, how many? What is the size of your full time work force? Do you employ any other workers on less than a full-year basis?

2. In-Depth Interviews with Employers:

A proportional sample was developed from those employers who had indicated their use of part-time workers in the telephone survey. Statistics Canada annual averages were used to estimate the proportion of part-time workers by industrial sector and the number of employers from each sector in the Hamilton sample is representative of this distribution. The sample was also developed to allow a proportionate representation of unionized and non-unionized workplaces, and of large, medium and small workplaces.

Workplace size and presence of unionization were considered relevant variables in an investigation of working arrangements and remuneration.

Interviews, lasting approximately one and a half hours, were conducted with management personnel by project staff and consultant.

The lengthy questionnaire included questions on type of part-time worker; numbers of part-time workers; types of jobs; reasons for using part timers; working arrangements and conditions; hiring practices and future plans.

III

SAMPLE CHARACTERISTICS1. Establishments by Industrial Sector*

- 8 Trade (department stores, variety stores, supermarkets).
- 5 Manufacturing (steel, clothing, office equipment, etc.).
- 3 Public Administration (2 federal, 1 provincial).
- 18 Service (Hospital, educational establishments, hotels, social service agencies).
- 1 Transport and Communications (Telephone Company).
- 4 Finance and Real Estate (banks, credit companies).

2. Establishments by Unionization:

	<u>Number</u>	<u>%</u>
Unionized	14	35.9%
Non-Unionized	<u>25</u>	<u>64.1%</u>
n=	39	100%

3. Size of Establishments:

	<u>Number</u>	<u>%</u>
1 - 99 Employees	25	64.1%
100 - 999 Employees	10	25.6%
1000 - or more	<u>4</u>	<u>10.3%</u>
n=	39	100%

*40 companies were originally selected, but one service establishment, large and unionized was deleted prior to data collation as data was incomplete.

THE EXTENT OF PART-TIME WORK
IN HAMILTON

TABLE NO. 1

Number of Hamilton Employers
Using Part-Time Workers

	Number	Percentage
Used Part-Time Workers	291	53%
Did Not Use Part-Time Workers	261	47%
n=	552	100%

TABLE NO. 2

Use of Part-Time Work by
Industrial Sector

Sector	Part-Time Work	No P/t Work	Total Respondents
Service	91 (55%)	73 (45%)	164 (100%)
Trade	63 (57%)	47 (43%)	110 (100%)
Manufacturing	54 (61%)	35 (39%)	89 (100%)
Finance	34 (36%)	60 (64%)	94 (100%)
Public Administration	15 (50%)	15 (50%)	30 (100%)
Transport & Communication	34 (52%)	31 (48%)	65 (100%)
All Sectors	291 (53%)	261 (47%)	552 (100%)

TABLE NO. 3

Distribution of Part-Time Work by
Industrial Sector

Sector	Number of Users	Percentage of Total Users
Service	91	31.3%
Trade	63	21.6%
Manufacturing	54	18.6%
Finance	34	11.7%
Public Administration	15	5.1%
Transport & Communication	34	11.7%
	n= 291	100%

TABLE NO. 4

Number of Employers Employing
Women Part-Time Workers

	Number of Employers	Percentage
Use Women Part-Time Workers	234	80.4%
Use Male Part-Time Only	57	19.6%
	n= 291	100%

TABLE NO. 5

Number of Part-Time Employees
Per Establishment

Number of Part-Timers	% of Establishments
One Only	29%
6 and Under	75.3%
Under 10	79%
10 - 99	12.4%
100 and Over	3.5%
Unknown Number	5.1%

TABLE NO. 6

Number of Women Part-Time Employees
Per Establishment

Number of Women Part-Timers	% of Establishments
One Only	38%
6 and Under	71%
Under 10	74.4%
10 - 99	9.2%
100 and Over	1.6%
Unknown Number	14%

DIFFERENT TYPES OF PART-TIME WORK

CHART NO. 1

Part-Time Workers and Synonyms

In the in-depth interviews the various types of part-time workers were explored in three broad categories. (The existence of a "call-in" list was also explored).

REGULAR PART-TIME - i.e., full year, part week throughout year.
Permanent Part-Time Full time Part-Time Regular Steady
INTERMITTENT PART-TIME - i.e., intermittent part-time throughout the year.
Call-in "The Pool" Casuals Students Part-Time temporary Intermittents Weekend Part-Timers
TEMPORARIES - i.e., part-year, short-term full time.
Summer students Rentals Full time temporary Short-term contract Seasonal Occasional Specified Period employees.

TABLE NO. 7

Use of Different Categories of
Part-Time Work

Industrial Sector

Sector	Regular Part- Time	Intermittent Part - Time	Temporary	Call-In List	Total No. of Establishments
Service	18 100%	10 55.6%	9 50%	12	18 100%
Trade	8 100%	0 -	3 37.5%	6 75%	8 100%
Manuf.	3 60%	5 100%	4 80%	5 100%	5 100%
Fin./ R/E	4 100%	1 25%	1 25%	3 75%	4 100%
Public Admin.	2 66.7%	2 66.7%	2 66.7%	0 -	3 100%
Transport & Communi- cations	1 100%	1 100%	1 100%	0 -	1 100%
	36 92.3%	19 48.7%	20 51.3%	26 66.7%	39 100%

TABLE NO. 8

Size of Call-In List

Sector	No. of Establishments Responding	No. of Persons
Service	11	248*
Trade	6	457**
Manufacturing	5	212***
Fin. R/E	3	87****
Public. Admin.	-	-
Transport / Communication	-	-
	n= 25	1004 persons

Size of List

* Service	Range	140 - 2 Average 23
** Trade	Range	425 - 4 Average 76
*** Manufacturing	Range	150 - 2 Average 42
****Fin. R/E	Range	69 - 3 Average 29

PART-TIME EMPLOYEES

TABLE NO. 9

Full Time and Part-Time Employees
Reported by Industrial Sector
 (39 Companies)

Sector	Number of Full Time Employees Reported	Number of Part-Time (All Types)	Total Number of Employees Reported
Service	4,051 79.3%	* 1,055 20.7%	5,106 100%
Trade	477 42.1%	656 57.8%	1,133 100%
Manufacturing	19,534 93.4%	1,378 6.6%	20,912 100%
Fin./ R/E	2,348 82.6%	496 17.4%	2,844 100%
Public Administration	1,633 57.7%	** 1,199 42.3%	2,832 100%
Transport/ Communication	1,100 83.7%	215 16.3%	1,315 100%
All Sectors	29,143 85.4%	4,999 14.6%	34,142 100%

* = this is a MINIMUM number as employers reported additional unknown numbers of intermittent and temporary employees.

**= this number includes a large number of temporaries employed by one establishment (Post Office).

TABLE NO. 10

Part-Time Employees in Different
Categories by Industrial Sector

Sector	Regular	Intermittent	Temporary	Total
Service	646 61.2%	249* 23.6%	160* 15.2%	1055 100%
Trade	616 93.9%	0 0	40 6.1%	656 100%
Manufacturing	13 0.9%	303 22%	1062 77.1%	1378 100%
Finance	406 81.9%	69 13.9%	21 4.2%	496 100%
Public Administration	58 4.8%	118 9.8%	1023 85.3%	1199 100%
Transportation Communication	65 30.2%	10 4.7%	140 65.1%	215 100%
	1804	749	2446	4999
	36.1%	15%	48.9%	100%

*these figures are MINIMUMS because of additional "unknown numbers".

TABLE NO. 11

Part-Time Employees by Sex and
by Industrial Sector

Number of Respondents = 34 Establishments*

Sector	Women	Men	Total Part-Time (34 Establishments)
Service	397 82.9%	82 17.1%	479 100%
Trade	403 74.4%	139 25.6%	542 100%
Manufacturing	533 35.3%	979 64.7%	1512** 100%
Fin. R/E	413 83.3%	83 16.7%	496 100%
Public Administration	639 53%	567 47%	1206*** 100%
Transportation Communication	85 39.5%	130 60.5%	215 100%
All Sectors	2470 55.5%	1980 44.5%	4450 100%

* Sex breakdown of employees was unknown in 4 service establishments and 1 trade establishment.

**Note Discrepancy - 1378 P/T employees were reported (Table 8) but women and men add to 1512.

***Note Discrepancy - 1199 part-time employees were reported (Table 8) but women and men add to 1206.

TABLE NO. 12

Sex by Type of Part-Time by Industrial Sector -
34 Establishments

Sex	Sector	Regular	Intermittent	Temporary	Total
Women	Service	301	74	22	297
	Trade	326	67	20	413
	Manufacturing	45	75	519	639
	Finance & Real Estate	65	0	20	85
	Public Administration	395	0	8	403
	Transportation Communication	<u>12</u>	<u>141</u>	<u>380</u>	<u>533</u>
		1144	357	969	2470
		46.3%	14.5%	39.2%	100%
Men	Service	32	18	32	82
	Trade	80	2	1	83
	Manufacturing	33	30	504	567
	Finance & Real Estate	0	10	120	130
	Public Administration	134	0	5	139
	Transportation Communication	<u>0</u>	<u>29</u>	<u>950</u>	<u>979</u>
		279	89	1612	1980
		14.1%	4.5%	81.4%	100%

TABLE NO. 13

Sex by Type of Part-Time in
32 Establishments*

Sex	Regular Part-Time	Intermittent	Temporary	Total Part-Time
Women	1094 (81.6%)	317 (83%)	105 (40%)	1516 (76.4%)
Men	246 (18.4%)	65 (17%)	158 (60%)	469 (23.6%)
	1340 (100%)	382 (100%)	263 (100%)	1985 (100%)

*The figures of temporaries in Table 12 are inflated by the presence of temporaries in 2 establishments. One in Public Administration reported that they employed 504 female and 504 male temporaries. One large manufacturing establishment reported 950 male and 360 female temporaries. These two establishments alone account for 864 women and 1454 men.

In Table 13, the sex proportion is computed by leaving out all employees (in all categories) in both of these establishments.

TABLE NO. 14

Student Part-Time Workers by
Type of Part-Time by Industrial Sector

TYPE OF PART-TIME

Sector	Regular	Intermittent	Temporary	All Types
Service	1	15	157	173 (9.9%)
Trade	308	-	-	308 (17.6%)
Manufacturing	-	18	1004	1022 (58.4%)
Finance R/E	10	-	21	31 (1.8%)
Public Administration	-	111	-	111 (6.3%)
Transportation/ Communication	-	-	105	105 (6%)
	319 (18.2%)	144 (8.3%)	1287 (73.5%)	1750 (100%)

VII

PART-TIME WORK HIRING PRACTICES

USE OF CALL-IN LIST

Twenty-six companies had a call-in list. (See Table No. 7)

TABLE NO. 15

Frequency of Use of Call-In List

According to need	12
Weekly	8
Monthly	3
Once a year	1
For extended period	1
Unknown	<u>1</u>

n = 26

TABLE NO. 16

Priority given to Persons on Call

Is Priority Given to Persons on Call

Yes	=	20
No	=	<u>6</u>

n = 26

TABLE NO. 17

Criteria for Calling In

If so, on what basis?

CRITERIA n = 20

According to skills/experience	9
According to Seniority	9
According to availability	<u>3</u>
	21*

*One employer used a combination of availability/skills.

TABLE NO. 18

Use of Ratio of Full-Time/Part-Time Workers
39 Companies

	Yes	No	Total
Service	2	16	18
Trade	2	6	8
Manufacturing	0	5	5
Finance	1	3	4
Public Administration	0	3	3
Transportation	<u>0</u>	<u>1</u>	<u>1</u>
Communication	5	34	39
	(12.8%)	(87.2%)	(100%)

TABLE NO. 19

Method of Recruitment
of Part-Time Workers

Number of Times Mentioned

	TYPE OF PART-TIME			Total
	Regular	Intermittent	Temporary	
Walk-Ins	18	4	10	32 (22.9%)
Former Full Time Staff	7	5	2	14 (10%)
Employees Contacts	24	8	11	43 (30.7%)
Employers Contacts	5	-	2	7 (5%)
Canada Employment Centre	10	8	5	23 (16.4%)
Other Employment Agencies	-	1	2	3 (2.1%)
Newspapers	10	1	1	12 (8.6%)
Recruitment Campaigns (e.g. at schools)	3	-	3	6 (4.3%)
	—	—	—	—
	77	27	36	140 (100%)

TABLE NO. 20

Reasons for Using Part-Time Workers

Distribution of Times Mentioned
n = 39 Companies

Number of Times Mentioned				
TYPE OF PART-TIME				
Reasons	Regular 36 Companies	Intermittent 19 Companies	Temporary 20 Companies	Total 39 Companies
Cost Saving	3	-	1	4 (3.4%)
Staffing Flexibility	13	4	1	18 (15.3%)
Peak Period Assistance	12	8	8	28 (23.7%)
Short Term Staffing Needs	2	4	7	13 (11%)
Absences of Full Time Staff	9	11	8	28 (23.7%)
More Productive Workers	4	2	1	7 (5.9%)
Meets Needs of Some Women	4	0	0	4 (3.4%)
Insufficient Work For Full Time Person	11	3	2	16 (13.6%)
Total Responses	58	32	28	118 (100%)

TABLE NO. 21

Reasons for Using Part-Time Workers

Percentage of Time Mentioned by Establishments

Reasons	Regular (n = 36)	Intermittent (n = 19)	Temporary (n = 20)	Total Part-Time (n = 39)
Cost Saving	3 (8.3%)	-	1 (5%)	4 (10.3%)
Staffing Flexibility	13 (36.1%)	4 (21.1%)	1 (5%)	18 (46.2%)
Peak Period Assistance	12 (33.3%)	8 (42.1%)	8 (40%)	28 (71.8%)
Short-term Staffing Needs	2 (5.6%)	4 (21.1%)	7 (35%)	13 (33.3%)
Absences of Full time staff	9 (25%)	11 (57.9%)	8 (40%)	28 (71.8%)
More Productive Workers	4 (11.1%)	2 (10.5%)	1 (5%)	7 (17.9%)
Meets Needs of Some Women	4 (11.1%)	0 -	0 0	4 (10.3%)
Insufficient Work for Full Time Person	11 (30.6%)	3 (15.8%)	2 (10%)	16 (41%)

TABLE NO. 22

Types of Part-Time Jobs
39 Companies

Occupational Category	TYPES OF PART-TIME			Total Part-Time
	Regular	Intermittent	Temporary	
Managerial	3 (4.7%)	- (-)	-	3 (2.4%)
Professional & Technical	12 (18.8%)	6 (20.7%)	4 (13.3%)	22 (17.9%)
Clerical	19 (29.7%)	5 (17.2%)	5 (16.7%)	29 (23.6%)
Sales	10 (15.6%)	2 (6.9%)	6 (20%)	18 (14.6%)
Service & Recreational	18 (28.1%)	11 (37.9%)	10 (33.3%)	39 (31.7%)
Transport & Communication	1 (1.6%)	1 (3.5%)	- (-)	2 (1.7%)
Primary	1 (1.6%)	1 (3.5%)	1 (3.3%)	3 (2.4%)
Craftsman, Production & Process	- (-)	3 (10.3%)	4 (13.3%)	7 (5.7%)
Total Responses	64 (100.1%)	29 (100%)	30 (99.9%)	123 (100%)

VIII

EMPLOYER EXPERIENCE WITH PART-TIME WORK

TABLE NO. 23

Ease of Obtaining Part-Time Workers - all Categories

Total Respondents - 38

	<u>Number of Responses</u>	<u>Percentage of Responses</u>
Very East	25	55.6%
Quantity East - But Quality More Difficult	10	22.2%
Sometimes Difficult (certain job categories)	6	13.3%
Difficult	<u>4</u>	<u>8.9%</u>
n =	45*	100%

*Some respondents gave several answers relating to different job categories.

TABLE NO. 24

Employer Satisfaction with Part-Time Workers

n = 39 Companies

Satisfaction	39	100%
Dissatisfaction	<u>1</u>	2.6%
	40*	

*One establishment had experienced unsatisfactory performance as well.

TABLE NO. 25

Employer Problems with Part-Time Workers*

n = 39

	<u>Yes</u>	<u>No</u>
Turnover	4 (10.3%)	35 (89.7%)
Absenteeism	2 (5.1%)	37 (94.9%)
Reliability	8 (20.5%)	31 (79.5%)
Productivity	4 (10.3%)	35 (89.7%)
Work Commitment	9 (23.1%)	30 (76.9%)
Cost	1 (2.6%)	38 (97.4%)
Ability to do job	3 (7.7%)	36 (92.3%)
Administrative Difficulties	8 (20.5%)	31 (79.5%)

*Two questions were asked to obtain this data - the first was open-ended, the second asked whether the employer had problems with the eight items listed.

TABLE NO. 26

Advantages of Part-Time Workers - 39 Companies

Advantages	TYPE OF PART-TIME			All Part-Time (n = 39)
	Regular (n = 36)	Intermittent (n = 19)	Temporary (n = 20)	
Reduced Turnover Rate	15 (41.7%)	4 (21.1%)	2 (10%)	21 (53.8%)
Less Absenteeism	13 (36.1%)	4 (21.1%)	4 (20%)	21 (53.8%)
Reliable Employees	7 (19.4%)	3 (15.8%)	2 (10%)	12 (30.8%)
More Productive Employees	12 (33.3%)	4 (21.1%)	4 (20%)	20 (51.3%)
Work Commitment	8 (22.2%)	2 (10.5%)	2 (10%)	12 (30.8%)
Cost Saving	22 (61.1%)	10 (52.6%)	6 (30%)	38 (97.4%)
Ability to do Job	11 (30.6%)	4 (21.1%)	4 (20%)	19 (48.7%)
Administrative Flexibility	20 (55.6%)	8 42.1%	5 (25%)	33 (84.6%)

IX

PART-TIME WORKING CONDITIONS

TABLE NO. 27

WAGES

Mode of Payment of Wages

n = 39 establishments

	Number of Responses	Percentage
Hourly	33	70.2%
Daily	2	4.3%
Weekly	4	8.5%
Monthly/annual	2	4.3%
No answer	6	12.7%
	47*	100 %

* Companies had different modes of payment for different types of part-timers.

TABLE NO. 28

WAGE RATES

Regulars Only

(36 establishments and 64 types of jobs)

	Number of Responses	Percentage
Starting wages \$3 per hour or less	22	34.4%
Starting wages more than \$3	23	35.9%
Pro-rated annual salary	9	14.1%
No information	10	15.6%
	64	100 %

TABLE NO. 29

FRINGE BENEFITSPercentage Coverage - All Sectors

Benefit	Part-Time Workers			Full-Time Workers
	Regular Possible n=36*	Intermittent Possible n=19*	Temporary Possible n=20*	
Canada Pension Plan	72.2% (26)	78.9% (15)	60 % (12)	97.4% (38)
U.I.C.	74.4% (29)	78.9% (15)	60 % (12)	97.4% (38)
Statutory Holidays	77.8% (28)	42.1% (8)	50 % (10)	92.3% (36)
Workmen's Compensation	80.6% (29)	68.4% (13)	65 % (13)	89.7% (35)
Vacation Pay	91.7% (33)	68.4% (13)	55 % (11)	97.4% (38)
Severance Pay	27.8% (10)	15.8% (3)	10 % (2)	64.1% (25)
Notice of Termination	63.9% (23)	21.1% (4)	30 % (6)	87.2% (34)
Maternity Leave	52.8% (19)	36.8% (7)	25 % (5)	87.2% (34)
Sick Leave	44.4% (16)	21.1% (4)	10 % (2)	87.2% (34)
Compassionate Leave	55.6% (20)	26.3% (5)	20 % (4)	92.3% (36)
Company Discount	41.2% (14/possible 34)	11.8% (2/possible 17)	38.9% (7/possible 18)	40.5%
Annual Bonus	16.7% (6)	0 0	5 % (1)	23.1% (9)
Profit Sharing	2.8% (1)	0 0	0 0	10.3% (4)
Uniform Allowance	42.9% (15/possible 35)	16.7% (3/possible 12)	26.3% (5/possible 19)	50 % (19/possible 38)

cont'd. . . .

Table No. 29: Fringe Benefits - Percentage Coverage - All Sectors cont'd. . .

Benefit	Part-Time Workers			Full-Time Workers
	Regular Possible n=36*	Intermittent Possible n=19*	Temporary Possible n=20*	
Med/Hospital Insurance	41.7% (15)	21.1% (4)	10 % (2)	82.1% (32)
Disability Insurance	13.9% (5)	0 0	0 0	59 % (23)
Life Insurance Plan	25 % (9)	15.8% (3)	5 % (1)	76.9% (30)
Company Health Plan	27.8% (10)	21.1% (4)	5 % (1)	74.4% (29)
Company Dental Plan	8.3% (3)	5.3% (1)	15 % (3)	30.8% (12)
Superannuation Scheme	16.7% (6)	10.5% (2)	5 % (1)	48.7% (19)
Other	22.2% (8)	10.5% (2)	10 % (2)	25.6% (10)

* possible n used in computations unless otherwise indicated.

TABLE NO. 30

Regular Pattern of Hours

	TYPE OF PART-TIME			Total
	Regular	Intermittent	Temporary	
Yes	32 (86.5%)	13 (65 %)	16 (76.2%)	61 (78.2%)
No	5 (13.5%)	7 (35 %)	5 (23.8%)	17 (21.8%)
Total responses	37 (100 %)	20 (100 %)	21 (100 %)	78 (100 %)
Number of establishments in category	36	19	20	39

*Total responses is greater than number of establishments as regularity of hours varied between different types of part-time workers - even within categories. For example, student/intermittents, co-ops/rentals.

TABLE NO. 31

Use of Part-Time WorkersTimes of Day

(Total respondents = 38 establishments)

Times of, Day	TYPE OF PART-TIME			All Part-Time
	Regular (n=36)	Intermittent (n=19)	Temporary (n=20)	
Days	16 (36.4%)	7 (35 %)	10 (45.5%)	33 (38.4%)
Mornings	1 (2.2%)	1 (5 %)	1 (4.5%)	3 (3.5%)
Afternoons	2 (4.5%)	2 (10 %)	-- --	4 (4.7%)
Extended Lunch Periods	5 (11.4%)	-- --	1 (4.5%)	6 (6.9%)
Evenings	9 (20.5%)	3 (1.5%)	2 (9.1%)	14 (16.3%)
Night Shift (after 11p.m.)	-- --	-- --	-- --	-- --
Variable Shifts	11 (25 %)	7 (35 %)	8 (36.4%)	26 (30.2%)
Total Responses	44 (100 %)	20 (100 %)	22 (100 %)	86* (100 %)

*Responses exceed number of establishments as some respondents gave several answers.

TABLE NO. 32

Use of Part-Time WorkersTypical Times of Year

	TYPE OF PART-TIME			All Part-Time (n=39)
	Regular (n=36)	Intermittent (n=19)	Temporary (n=20)	
Spring	3 (6.3%)	2 (8.3%)	1 (4 %)	6 (6.2%)
Summer	8 (16.7%)	5 (20.8%)	12 (48 %)	25 (25.8%)
Fall	4 (8.3%)	1 (4.2%)	1 (4 %)	6 (6.2%)
Christmas	6 (12.5%)	4 (16.7%)	7 (28 %)	17 (17.5%)
Winter	4 (8.3%)	2 (8.3%)	1 (4 %)	7 (7.2%)
All Year (Full- time workers illnesses and vacations)	23 (47.9%)	10 (41.7%)	3 (12 %)	36 (37.1%)
Total Responses	48 (100 %)	24 (100 %)	25 (100 %)	97* (100 %)

* Number of responses exceeds the number of establishments because respondents gave several answers.

TABLE NO. 33

Usual Number of Hours Worked
by Weekly Part-Timers

39 establishments

	Number of responses	Percentage
1 - 5	0	-
6 - 10	1	2.4%
11 - 15	5	11.9%
16 - 20	8	19 %
21 - 25	17	40.5%
26 - 30	2	4.8%
31 - 35	2	4.8%
36 - 40	5	11.9%
Not applicable	2	4.8%
	42*	100.1%

*Three establishments gave two responses - weekly part-timers included both regulars and intermittents.

TABLE NO. 34

Guaranteed Minimum Number of Hours

39 establishments

	Responses	Percentage
Yes	20	51.3%
No	16	41 %
No answer	3	7.7%
	39	100 %

TABLE NO. 35

Maximum Weekly Hours
Part-Timers Can Work

39 establishments

	Responses	Percentage
15-20	2	5 %
21-25	7	17.5%
26-30	3	7.5%
31-35	3	7.5%
36-40	17	42.5%
No maximum	8	20 %
	40*	100 %

*One company reported different maximum hours for regular and intermittent weekly employees.

TABLE NO. 36

Who Decides the Working Hours

39 establishments

	TYPE OF PART-TIME			All Part-Time
	Regular (n=36)	Intermittent (n=19)	Temporary (n=20)	
Employer	30 (83.3%)	15 (78.9%)	16 (80 %)	61 (81.3%)
Negotiable	2 (5.6%)	1 (5.3%)	1 (5 %)	4 (5.3%)
Employee	2 (5.6%)	1 (5.3%)	2 (10 %)	5 (6.7%)
No Answer	2 (5.6%)	2 (10.5%)	1 (5 %)	5 (6.7%)
Total Responses	36 (100.1%)	19 (100 %)	20 (100 %)	75 (100 %)

TABLE NO. 37

When is the Schedule Decided

39 establishments

	TYPE OF PART-TIME			Total
	Regular (n=36)	Intermittent (n=19)	Temporary (n=20)	
24 hours or less	2 (5.4%)	8 (42.1%)	4 (20 %)	14 (18.4%)
5 days or less	4 (10.8%)	1 (5.3%)	2 (10 %)	7 (9.2%)
Weekly	9 (24.3%)	3 (15.8%)	3 (15 %)	15 (19.7%)
Planned ahead - more than one week	9 (24.3%)	2 (10.5%)	5 (25 %)	16 (21.1%)
Planned ahead - more than one month	13 (35.2%)	4 (21.1%)	5 (25 %)	22 (29 %)
No answer	-- --	1 (5.3%)	1 (5 %)	2 (2.6%)
Totals	37* (100 %)	19 (100.1%)	20 (100 %)	76 (100 %)

*Multiple answers given

TABLE NO. 38

Employer Flexibility Regarding
Employee Preference for Hours*

n=39

Degree of Employer Flexibility	TYPES OF PART-TIME			Total
	Regular (n=36)	Intermittent (n=19)	Temporary (n=20)	
Very flexible	5 (13.9%)	2 (10.5%)	3 (15 %)	10 (13.3%)
Flexible	8 (22.2%)	3 (15.8%)	4 (20 %)	15 (20 %)
Somewhat flexible	12 (33.3%)	4 (21.1%)	6 (30 %)	22 (29.3%)
Inflexible	9 (25 %)	8 (42.1%)	6 (30 %)	23 (30.7%)
No answer	2 (5.6%)	2 (10.5%)	1 (5 %)	5 (6.7%)
Totals	36 (100 %)	19 (100 %)	20 (100 %)	75 (100 %)

*Question was "How flexible is it possible for your company to be with regard to employee preference for hours?"

TABLE NO. 39

Comparable Qualifications for Full-Time and
Part-Time Workers
39 Respondents

	<u>Responses</u>	<u>%</u>
Yes	37	94.9%
No	<u>2</u>	<u>5.1%</u>
	39	100%

TABLE NO. 40

Availability of Training Programmes for
Full-Time and Part-Time Workers

	<u>TYPES OF PART-TIME</u>				
	<u>Regular</u> (n = 36)	<u>Intermittent</u> (n = 19)	<u>Temporary</u> (n = 20)	<u>All</u> <u>Part-Time</u>	<u>Full</u> <u>Time</u>
Yes	28 (77.8%)	9 (47.4%)	8 (40%)	45 (60%)	32 (82.1%)
No	8 (22.2%)	10 (52.6%)	12 (60%)	30 (40%)	5 (12.8%)
No Answer	-	-	-	-	2
	36 (100%)	19 (100%)	20 (100%)	75 (100%)	39 (100%)

TABLE NO. 41

Type and Length of Training for
Part-Time Workers

Type and Length of Training	TYPE OF PART-TIME			Total
	Regular n = 36	Intermittent n = 19	Temporary n = 20	
Job Orientation and on-Job Training - 1 week or less	11 (28.2%)	8 (42.1%)	4 (20%)	23 (29.5%)
Job Orientation and on-Job Training - more than 1 week	13 (33.3%)	0 -	4 (20%)	17 (21.8%)
Classroom In-Service Orientation	1 (2.6%)	0 -	0 -	1 (1.3%)
Classroom In-Service - On-going	4 (10.3%)	1 (5.3%)	0 -	5 (6.4%)
Classroom Training - Outside Work Place	2 (5.1%)	0 -	0 -	2 (2.6%)
No Training for Part-Time Workers	8 (20.5%)	10 (52.6%)	12 (60%)	30 (38.5%)
	39* (100%)	19 (100%)	20 (100%)	78 (100.1%)

*Three employers were categorized more than once because of different provisions for training.

TABLE NO. 42

Probationary Period -
Full-Time and Part-Time Workers

	Part-Time Workers	Full-Time Workers
No Probationary Period	15 (38.5%)	1 (2.6%)
1 - 3 months	16 (41%)	23 (59%)
4 - 6 months	5 (12.8%)	6 (15.4%)
7 - 9 months	- (-)	1 (2.6%)
10 - 12 months	- (-)	3 (7.7%)
By a Certain Number of Working Days	2 (5.1%)	2 (5.1%)
Indefinite/ Continuous	1 (2.6%)	1 (2.6%)
No Answer	- (-)	2 (5.1%)
TOTAL RESPONSES	39 (100%)	39 (100.1%)

TABLE NO. 43

Unionization of Part-Time Workers

n = 14*

	All Part-Timers Unionized	Some Categories of Part-Time Unionized	No Part-Timers Unionized	No. of Estab. with a Union
Service	1	1 (regulars only)	2	4
Trade	-	2 (regulars only)	-	2
Manufacturing	2	-	1	3
Finance	-	-	1	1
Public Administration	2	-	1	3
Transportation Communication	-	1 (regulars. only)	1	1
All Sectors	5 (35.7%)	4 (28.6%)	5 (35.7%)	14 (100%)

*14 Establishments in the sample had unions.

TABLE NO. 44

Promotion Opportunities for Part-Time Workers
39 Establishments

	<u>Responses</u>	<u>%</u>
Yes	22	56.4%
No	<u>17</u>	<u>43.6%</u>
TOTAL	39	100%

TABLE NO. 45

Seniority System for Part-Time Workers
39 Establishments

	TYPE OF PART-TIME			Total
	Regular	Intermittent	Temporary	
Yes	21 (58.3%)	9 (47.4%)	8 (40%)	38 (50.7%)
No	15 (41.7%)	10 (52.6%)	11 (55%)	36 (48%)
No Answer	- (-)	- (-)	1 (5%)	1 (1.3%)
	36 (100%)	19 (100%)	20 (100%)	75 (100%)

TABLE NO. 46

Movement of Part-Time Workers Into
Full-Time Positions
39 Establishments

	TYPE OF PART-TIME WORK			Total
	Regular (n = 36)	Intermittent (n = 19)	Temporary (n = 20)	
Yes	32 (88.9%)	15 (78.9%)	14 (70%)	61 (81.3%)
No	4 (11.1%)	3 (15.8%)	4 (20%)	11 (14.7%)
No Answer	- (-)	1 (5.3%)	2 (10%)	3 (4%)
TOTAL	36 (100%)	19 (100%)	20 (100%)	75 (100%)

TABLE NO. 47

Part-Time Workers in Supervisory or
Management Positions

	<u>Responses</u>	<u>%</u>
None	29	74.4%
Supervisory	10	25.6%
Management	<u>0</u>	<u>0</u>
TOTAL	39	100%

TABLE NO. 48

Possibility of Part-Time Workers Achieving
Supervisory or Management Positions

	Regular	Intermittent	Temporary	Total
Yes	12 (33.3%)	2 (10.5%)	2 (10%)	16 (21.3%)
No	23 (63.9%)	17 (89.5%)	15 (75%)	55 (73.3%)
No Answer	1 (2.8%)	-	3 (15%)	4 (5.4%)
TOTAL	36 (100%)	19 (100%)	20 (100%)	75 (100%)

TABLE NO. 49

Reasons for Exclusion of Part-Time Workers from
Supervisory/Management Positions

<u>Reason</u>	<u>Responses</u>	<u>%</u>
Temporary Nature of Employment	2	5.1%
Part-Time Status	10	25.6%
Priority to Full-time Workers	4	10.3%
No Continuity	8	20.5%
Lack of skill or Experience	1	2.6%
No Reason Given	<u>14</u>	<u>35.9%</u>

n = 39

100%

X

FUTURE PLANS OF EMPLOYERS

TABLE NO. 50

Employment Views About Hiring Permanent or
Regular Part-Time Workers

	<u>Responses</u>	<u>%</u>
Positive View	29	74.4%
Need Exists	2	5.1%
No Need/Negative View	4	10.25%
No Answer	<u>4</u>	<u>10.25%</u>
TOTAL	39	100%

TABLE NO. 51

Employers Views on Job-Sharing

	<u>Responses</u>	<u>%</u>
Have Not Heard of Job-Sharing	2	5.1%
Job-Sharing is in Practice	7	17.9%
Favourable Views	8	20.5%
Open, with Reservations	3	7.7%
Opposed to Job-Sharing	18	46.2%
No Answer	<u>1</u>	<u>2.6%</u>
TOTAL	39	100%

TABLE NO. 52

Likelihood of Any Difficulty in Hiring Family Benefits or
Other Social Assistance Recipients

39 Establishments

	<u>Responses</u>	<u>%</u>
See no Difficulty	18	46.2%
No Difficulty - already happening	6	15.4%
See no difficulty - as long as qualified	10	25.6%
See Difficulties	<u>5</u>	<u>12.8%</u>
n=	39	100%

TABLE NO. 53

Employer Interest in a Project
Assisting Women on Family Benefits to
Move into Permanent Part-Time Work

	<u>Responses</u>	<u>%</u>
Would Participate	7	17.9%
Would Participate - if people were qualified and reliable	7	17.9%
Would discuss it	14	35.9%
Interested - but no permanent part- time openings	3	7.7%
Already have Employees on Family Benefits	1	2.6%
Could not Answer	4	10.3%
No	<u>3</u>	<u>7.7%</u>
n =	39	100%

